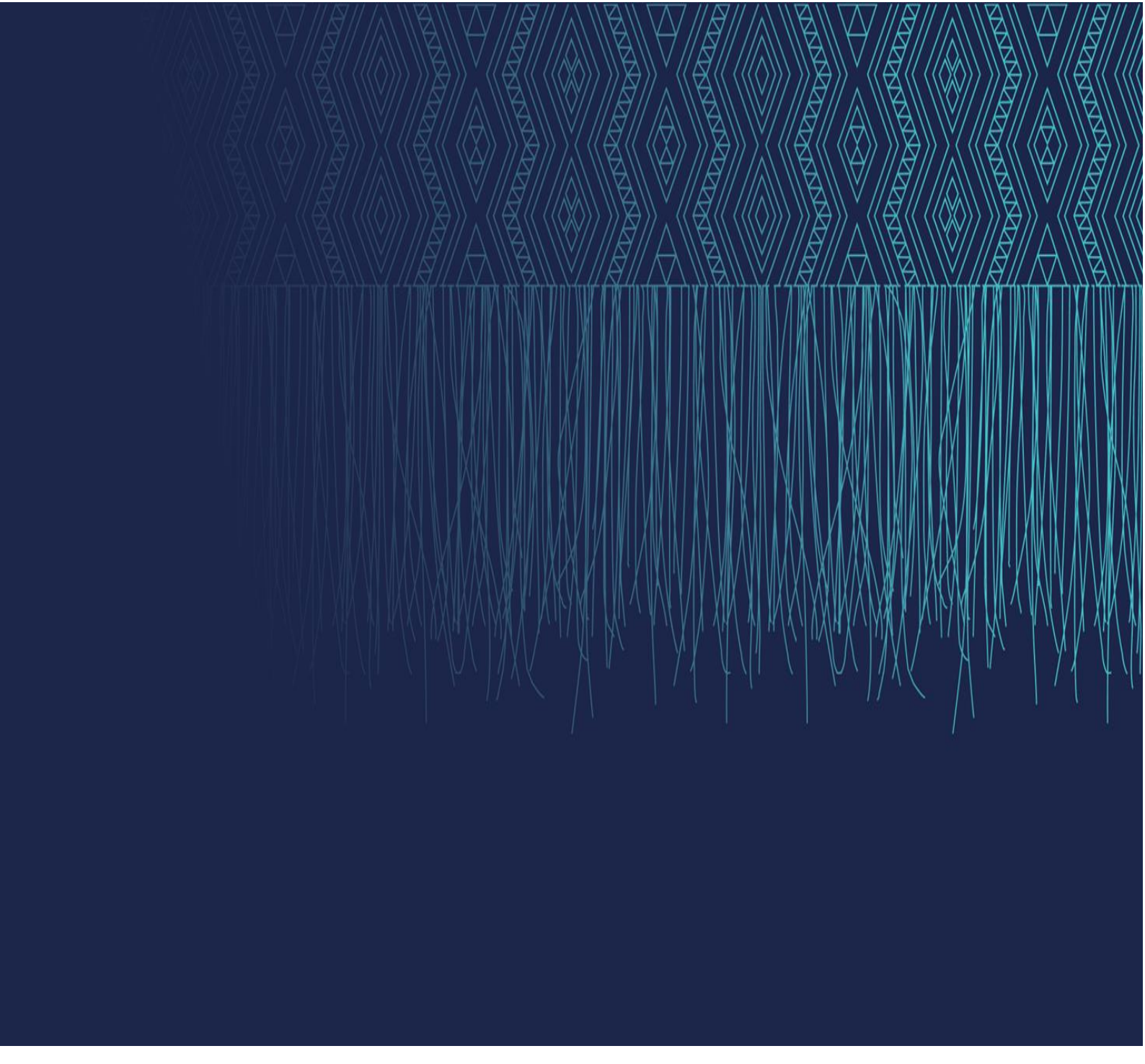


# Allied, Scientific and Technical Pay Equity Claim Proposed Settlement

## FAQ's

## October 2023



# Contents

Next Steps and General Questions.....	3
1. What is the current status of the Allied, Scientific and Technical pay equity claim?.....	3
2. Who is covered by the Allied, Scientific and Technical Pay Equity Claim?.....	3
3. Who is impacted by the Proposed Settlement?.....	4
Proposed Payments.....	5
Interim Adjustment (period 30 November 2022 – 31 May 2023).....	5
Lump Sum Payment (Recognition of Past Work) .....	5
4. When would I receive payments? .....	5
5. What if I have had a period of parental leave/paid leave/ACC cover during this period?.....	6
6. What if I am currently on a period of parental leave/unpaid leave/ACC cover? .....	6
7. What if I was seconded to a role that is not covered by the pay equity claim? .....	6
8. What if I have changed roles? .....	6
9. What if I am or have been employed by multiple districts? .....	6
10. What if I opted out of the Allied, Scientific, and Technical Pay Equity claim? .....	6
Translation To Proposed New Scales and Rates.....	7
11. What are the proposed new scales/rates? .....	7
12. Where would I fit on the proposed new scales? .....	7
13. How would I translate to the new scale/step?.....	8
14. When would the amended rates be implemented/when would I receive back payments? .....	8
15. What would my salary anniversary date be? .....	8
Former Employees.....	8
16. What if I have left the employment of Te Whatu Ora?.....	8
17. When would I receive payments? .....	9
18. How would I apply? .....	9
Appendix A – Proposed New Scales and Pay Rates.....	10

# Next Steps and General Questions

## 1. What is the current status of the Allied, Scientific and Technical pay equity claim?

A proposed Terms of Settlement has now been reached and APEX and PSA will be taking the proposed pay equity settlement out to our staff for approval. The Equal Pay Act requires the proposed Pay Equity settlement goes to all employees covered by the claim for their consideration and vote, not just union members.

If the majority of employees who vote decide to approve the proposed settlement, it will be agreed and implemented.

All details regarding both the settlement and the vote can be found on the Te Whatu Ora website [here](#).

## 2. Who is covered by the Allied, Scientific and Technical Pay Equity Claim?

The pay equity claim covers all roles within the Allied, Scientific, and Technical workforce employed by Te Whatu Ora. The Claim also covers the work of employees of Te Whatu Ora whose work is the same or substantially similar to this work, but which is referred to with an alternative title.

A&OD Clinicians	Hand Therapist	Pharmacist
Activities Officer	Health Informatics	Pharmacy Assistant
Anaesthetic Technician Trainees	Health Promotion	Pharmacy Technician
Anaesthetic Technicians	Health Protection	Pharmacy Technician Trainee
Assistant	ICU/PICU Techs	Plebotomist
Audiologist	Laboratory Assistant	Physicist
Audiometrists	Magnetic Resonance Imaging Technologist	Physiotherapist
Audiology Technician	Māori Health Workers	Physiotherapy Assistant
Bone Density Scanner	Medical Imaging Technologist	Play Specialist
Biomedical Technician	Medical Laboratory Scientist	Podiatrist
Care Co-ordinators	Medical Laboratory Technician	Psychologists
Clinical Engineering Technician	Medical Laboratory Technician Trainee	Psychotherapist
Clinical Engineers (BMET)	Medical Photographers	Public Health Assistant
Clinical Physiologist	Medical Radiation Therapist	Recreation & Welfare Officers
Clinical Physiology Technician	Mental Health Professionals	Rehab Support Workers
Community Support Worker	Mental Health Support Worker	Rehab Therapists & Assistants
Consumer Advisor	Mortuary Technician	Renal Dialysis Technicians
Counsellors	Needs Assessors/Service Co-ordinators	Scientific Officer
Cultural Advisor	New Born Hearing Screeners	Scientist
Dental Assistant	Neurophysiology Technician	Smokefree Officers
Dental Technician	Nuclear Medicine Technologist	Social Work Assistant
Dental Therapist	Nutritionists	Social Worker
Dietitian	Occupational Therapist	Sonographer
Diversional Therapist	Occupational Therapy Assistant	Speech Language Therapist
Drinking Water Assessor	Ophthalmic Technician	Sterile Sciences Assistant
ECG Technician	Optometrists	Sterile Sciences Technician
Embryologist	Optometry Technician	Technical Officer
Exercise Physiologist	Orthoptist	Technician Assistants
Family Advisors	Orthotist	Therapy Assistant
Family Therapist	Other Technicians	Vision & Hearing Technicians/Testers/Technical Officers
Genetic Associates/Counsellors	Pacific Health Worker	Visiting Neurodevelopment Therapist
	Perfusionist	Wheelchair and Seating Therapist
		Wheelchair Technician

### **3. Who is impacted by the Proposed Settlement?**

The Proposed Settlement applies to all roles covered by the Pay Equity claim, however the below 5 occupational groups did not have sex-based undervaluation established during the Pay Equity process.

- a) Sonographers
- b) Psychologists
- c) Medical Physicists
- d) MRI and Nuclear Medicine
- e) Perfusionists

As sex-based undervaluation was not established for these five occupational groups, there is no change to their existing salary scales or terms and conditions of employment.

Any following details of the proposed settlement including proposed new salary scales and associated terms and conditions of employment do not apply to these 5 occupational groups.

# Proposed Payments

## Interim Adjustment (period 30 November 2022 – 31 May 2023)

A proposed interim adjustment of a \$4,000 increase to base salary would be applied as of 30 November 2022 to the base salaries of employees in Occupational Groups where sex-based undervaluation was established ('Undervalued Occupational Groups') and who are covered by the proposed Settlement Agreement.

The proposed interim adjustment would be applied from 30 November 2022 until 31 May 2023 (new pay equity rates are proposed to come into effect on 1 June 2023). Employees who are eligible for this would receive backpay to take account of this interim adjustment. The back pay will be based on actual hours worked, including overtime and call back payments, for the period 30 November 22 – 31 May 23.

Individuals no longer employed by Te Whatu Ora but who were employed by Te Whatu Ora in an Undervalued Occupational Group at any time during the period 30 November 2022 to 31 May 2023 are eligible but would need to complete the required process which will be outlined on the Te Whatu Ora website.

## Lump Sum Payment (Recognition of Past Work)

In recognition of past work, a proposed lump sum payment would be made to employees in an Undervalued Occupation Group based on the below criteria:

- **A lump sum payment of \$10,000 (gross) pro-rated by:**
  - FTE (based on the greater of your full-time equivalent hours (FTE) as at 1 June 2023 or your actual hours worked (excluding overtime and call back, and up to the equivalent of 1 FTE) for the 12 month period prior to the Settlement Date and;
  - Service, over the 12 month period prior to the settlement date.

In situations where an employee had been employed by more than one District during the period above, the currently employing District would be responsible for payment and funding of the lump sum.

Individuals no longer employed by Te Whatu Ora but who were employed by Te Whatu Ora in an Undervalued Occupational Group at any time during the period 1 June 2023 to the Settlement Date would be eligible for a portion of this payment (pro-rated as above) but would need to complete the required process which will be outlined on the Te Whatu Ora website.

## 4. When would I receive payments?

The new salary scales and the payments proposed as part of this Settlement Agreement would be implemented by Te Whatu Ora as soon as practicable if approved, however it is acknowledged that there are resource and system constraints to implementation for Payroll and payments would need to be scheduled alongside ongoing implementations by each District.

**5. What if I have had a period of parental leave/paid leave/ACC cover during this period?**

These would be included as service for calculations if related to a role in an Undervalued Occupational Group covered by the pay equity claim, up to the equivalent of 1 FTE.

**6. What if I am currently on a period of parental leave/unpaid leave/ACC cover?**

Employees on parental leave and/or receiving ACC weekly compensation, who meet the eligibility criteria for the relevant lump sum payment, would receive the payment on written application after they return to work from the relevant period of leave (or in their final pay if they do not return to work). Such employees can receive lump-sum payments while on leave without pay (as defined above) and/or receiving ACC weekly compensation on written application. It is recommended that, before making a written application, such employees should consider the potential impact of payment of a lump-sum on any other income/compensation they are in receipt of while on extended leave.

**7. What if I was seconded to a role that is not covered by the pay equity claim?**

If the secondment to a role not in an Undervalued Occupational Group covered by the pay equity claim was in place for the whole 12 month period prior to the settlement date, then you are not eligible for the lump sum payment.

If the secondment was only in place for a portion of this time period, with the remainder in a role/s in an Undervalued Occupational Group covered by the pay equity claim, then you will be entitled to a pro-rated lump sum payment.

**8. What if I have changed roles?**

All service in roles in an Undervalued Occupational Group covered by the pay equity claim in the 12 month period prior to the settlement date, will be considered in the payment of the lump sum up to the equivalent of 1 FTE.

**9. What if I am or have been employed by multiple districts?**

All service in roles in an Undervalued Occupational Group covered by the pay equity claim in the 12 month period prior to the settlement date, will be considered in the payment of the lump sum up to the equivalent of 1 FTE.

For lump sum payments, the currently employing District will be responsible for payment of the lump sum.

**10. What if I opted out of the Allied, Scientific, and Technical Pay Equity claim?**

The proposed settlement only covers those employees who are covered by the pay equity claim. Employees who opted out from the pay equity claim are not covered by the proposed settlement and are therefore not entitled to any benefits of the settlement.

# Translation To Proposed New Scales and Rates

If approved, the amended scales and rates would be effective from 1 June 2023.

## 11. What are the proposed new scales/rates?

The proposed new salary scales and associated terms and conditions, including progression rules, can be found in the Agreement in Principle document on the Te Whatu Ora website [here](#).

## 12. Where would I fit on the proposed new scales?

Please see the Allied, Scientific, and Technical Pay Equity Settlement Translation Plan on Te Whatu Ora website [here](#) for full detail but in summary:

### **Proposed New Clinical/Degree qualified scale:**

Any professions that were previously paid on the existing degree-based scales would be on this scale. Some Hauora Māori worker roles would also be moved onto this scale. We would undertake a process to determine which Hauora Māori roles would be included on this scale.

### **Proposed New Clinical/Degree qualified designated scale:**

Any professions that were previously paid on the degree-based scale in an advanced or designated position would be on this scale.

### **Proposed Non-degree/Technical scale: Group A**

The below professions would be on this scale;

- Sterile Sciences Technicians.
- Phlebotomists.
- Pharmacy Assistants and Laboratory Assistants

### **Proposed Non-degree/Technical scale: Group B**

The below professions would be on this scale;

- All other non-degree/technical roles and Assistant roles.

### **Proposed Non-degree/Technical designated scale:**

Professions in non-degree/technical advanced or designated positions will be moved onto this scale.

### **13. How would I translate to the new scale/step?**

Please see the Allied, Scientific, and Technical Pay Equity Settlement Translation Plan found [here](#) on the Te Whatu Ora website.

### **14. When would the amended rates be implemented/when would I receive back payments?**

The new salary scales and the payments proposed as part of this Settlement Agreement would be implemented by Te Whatu Ora as soon as practicable if approved, however it is acknowledged that there are resource and system constraints to implementation for Payroll and payments would need to be scheduled alongside ongoing implementations by each District.

### **15. What would my salary anniversary date be?**

For most individuals, your start date in your current role will be the salary anniversary date. For the majority this date is the date recorded for the purpose of time in role.

For anyone that has transferred between Districts, you will need to check whether the start date in the new District or the transferred salary increment date from your previous District has been used.

## **Former Employees**

### **16. What if I have left the employment of Te Whatu Ora?**

Those who left the employment of Te Whatu Ora prior to 30 Nov 22 are not eligible for any payments.

Interim Adjustment – individuals no longer employed by Te Whatu Ora but who were employed by Te Whatu Ora in an Undervalued Occupational Group at any time during the period 30 November 2022 – 1 May 2023 will be eligible for this payment (pro-rated as below) but will need to complete the required process which will be outlined on the Te Whatu Ora website. The calculation for back pay on the interim adjustment amount will be based on:

- actual hours worked, including overtime and call back payments, for the period 30 November 22 – 31 May 23.

Lump Sum - individuals no longer employed by Te Whatu Ora but who were employed by Te Whatu Ora in an Undervalued Occupational Group at any time during the period 1 June 2023 to the Settlement Date are eligible for a portion of this payment (pro-rated as below) but will need to complete the required process which will be outlined on the Te Whatu Ora website.

- FTE (based on the greater of your full-time equivalent hours (FTE) as at 1 June 2023 or your actual hours worked (excluding overtime and call back, and up to the equivalent of 1 FTE) for the 12 month period prior to the Settlement Date and;
- Service, over the 12 month period prior to the settlement date.



### **17. When would I receive payments?**

Please note that whilst the relevant teams will look to process payments for eligible former employees as soon as is feasible post the approval of the settlement, the volume and complexity of the work means we are unable to give a timeframe for when the payments will be made post application.

### **18. How would I apply?**

Once the settlement has been approved the process for application will be provided on the Te Whatu Ora website.

# Appendix A – Proposed New Scales and Pay Rates

## Proposed new Clinical/degree qualified core salary scale effective 1 June 2023

Recognition Step 10	\$109,000
Recognition Step 9	\$106,000
Additional Progression Step 8	\$103,000
Step 7	\$100,466
Step 6	\$97,741
Step 5	\$93,246
Step 4	\$87,644
Step 3	\$82,045
Step 2	\$76,442
Step 1	\$70,842

## Proposed new Clinical/degree qualified designated salary scale effective 1 June 2023

												DF		
												4 \$142,000		
												3 \$138,000		
												2 \$134,000		
									DE			1 \$130,000		
									3 \$130,000					
									2 \$127,000					
									1 \$124,000					
						DD			3 \$124,000					
									2 \$121,500					
									1 \$119,000					
			DC			3 \$119,000								
									2 \$116,500					
									1 \$114,000					
			DB			3 \$114,000								
									2 \$111,500					
									1 \$109,000					
DA			3 \$109,000											
									2 \$106,000					
									1 \$103,000					

**Proposed new Technical/non-degree qualified core and designated salary scale effective 1 June 2023**

<b>Technical/Non-degree qualified</b>				Designated salary scales	
				Designated 4	\$ 91,000
				Designated 3	\$ 87,629
				Designated 2	\$ 85,077
Core salary scales				Designated 1	\$ 82,599
			Group B		
			Step 7	\$ 80,193	
Group A			Step 6	\$ 76,374	
Step 5	\$ 72,737	Step 5	\$ 72,737		
Step 4	\$ 69,273	Step 4	\$ 69,273		
Step 3	\$ 65,975	Step 3	\$ 65,975		
Step 2	\$ 62,833				
Step 1	\$ 59,842				

